



## Lodging

You are responsible for your own accommodation. A block of accessible rooms at French Lick Springs Hotel has been reserved at special rates. Please mention the conference when registering to get the discounted rate.

### French Lick Springs Hotel

8670 West State Road 56

French Lick, Indiana 47432

Phone: 1-800-457-4042

(mention the Indiana State Personnel HRD Conference)

Single: \$56.10 (taxes included)

Double: \$28.05 per person (taxes included)

Reservation deadline: February 28, 2003



## Contact Information

Michelle Fullerton

(317) 232-3102 (phone)

(317) 233-0236 (fax)

mfullerton@spd.state.in.us (e-mail)

Lavenia Haskett

(317) 232-4555 (voice/TTY)

(317) 232-0236 (fax)

lhaskett@spd.state.in.us (e-mail)

Indiana State Personnel Department

402 West Washington Street W-161

Indianapolis, IN 46204



## Reasonable Accommodation

For reasonable accommodations contact:

Lavenia Haskett @ (317) 232-4555 (voice/TTY)

lhaskett@spd.state.in.us (e-mail)

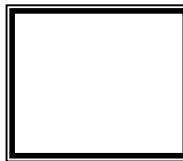
## Human Resource Development Conference

# 2003

Tuesday, March 18  
Wednesday, March 19

### LOCATION:

French Lick Springs Hotel  
French Lick, Indiana



# HR

Outside the box..

Working together to achieve new heights.

### SPONSORS:

The Indiana State Personnel Department  
AFLAC

Place  
stamp  
here

Indiana State Personnel Dept.  
402 West Washington Street  
IGCS-W161  
Indianapolis, IN 46204

Outside the box..  
Working together to achieve new heights.





**2003 Human resource development conference**  
**Registration Form for State Agencies and Facilities**

Agency Training Contact Person: \_\_\_\_\_

Title: \_\_\_\_\_

Agency/Facility: \_\_\_\_\_

Mailing Address: \_\_\_\_\_

Telephone Number: \_\_\_\_\_ Fax Number: \_\_\_\_\_

E-Mail Address: \_\_\_\_\_

Payment or Billing information Must accompany the registration form

**FEE:** \$72.00 per person

**Note:** hotel and travel expenses are extra

**Form of Payment (Please Check):**

\_\_\_\_\_ Cash \_\_\_\_\_ Check \_\_\_\_\_ Journal Voucher Billing (J.V.)

**Account Number (Required for J.V. Billing)** \_\_\_\_\_

Checks should be made payable to: Indiana State Personnel Dept.

**List of Registrants:** (If J.V. Billed, all registrants listed below will be billed to the account number shown above. If you have multiple account numbers, please indicate the account number for each participant listed.)

Name

Round Table Choice

Supervisor/Authorizing Signature: \_\_\_\_\_

Title: \_\_\_\_\_ Date: \_\_\_\_\_

ATCP Signature: \_\_\_\_\_

Mail or bring the registration form with Payment or Billing Information to: Training Division, State Personnel Department, 402 West Washington Street, Room W-161, Indianapolis, IN 46204 by **February 28, 2003**.

Registrations with J.V. billing information may be faxed to 317-233-0236. **There will be no refunds after February 28, 2003**

## Tuesday, March 18



- 11:00 Pre-Registration  
 Noon Welcome / Kickoff Sue Roberson  
 12:15 **Karl Ahlrichs** - HR Trends Across the State  
 - Taking Information Back and Implementing and Selling Ideas to your Agency  
 1:15 **Nancy Ahlrichs** - HR Over the Past Decades / Becoming an Employer of Choice  
 4:45 **Sheila Spinner** - Internet Recruitment  
 6:00 **Sally Burnell** - Background checks (dinner provided)  
 7:00 Round Table Discussions (choose one)  
 - Labor Relations  
 - Workforce Planning  
 - Benefits



## Wednesday, March 19



- 7:00 Continental Breakfast  
 8:00 Benefits / Open Enrollment  
 8:45 **Pam Goedde & Melissa Boggs** - High Impact HR with Little Money  
 10:30 **Sonya Showley** - Employee Morale  
 12:00 **Jan Dean** - E-training (lunch provided)  
 1:00 **Ellen Poffenberger** - HR as a Strategic Partner  
 2:15 **John Beede**, Leadership International & **Jeff McGill**, DODD - Organizational Development  
 3:45 Closing Comments and Conference Evaluations



## Speakers



**KARL J. AHLRICHS, SPHR, Director, Professional Staff Management**, is first and foremost a human resource consultant, but also has a broad range of experience in a wide range of business roles. He is a director in the Indianapolis office of Professional Staff Management, a full service human resource services firm. He is involved in the Society For Human Resource Management, is a member of the Association For Psychological Type and has a background with communications and writing as a focal point.

**NANCY S. AHLRICHS, SPHR**, has spoken to more than 200 audiences and management teams in utilities, insurance, healthcare, high tech, legal, banking, government and other fields in the past five years, using her 20 plus years of experience in human resources, marketing, and management. Nancy shares her research in her speaking and consulting. She has written numerous articles and guest columns for the Indianapolis Business Journal, technical journals and online resources. Her book, *Competing for Talent: Key Recruitment and Retention Strategies for Becoming an Employer of Choice*, is available through major bookstores. Her second book, *Manager of Choice*, will be released in October 2003.

**SHEILA SPINNER** has 8 years of advertising experience, over 6 of those in recruitment advertising. She is an Interactive Consultant and Director of Business Development with TMP Worldwide, the parent company of monster.com. Sheila is a Chicago native and attended the University of Iowa. She has worked on a variety of accounts such as Ford Motor Company, Lexmark International, General Mills and Target Corporation. Sheila's presentations include ideas on how to recruit effectively through the Internet, using strategies such as resume mining, posting, and web site selection.

**PAM GOEDDE, SPHR**, holds a bachelors degree in psychology from Hanover College and a masters degree in public administration with a specialty in Human Resources from Indiana State University. She has worked in the HR field for over 25 years in health care, education and not-for-profit organizations. She is currently Director of Human Resources at the Christian Fellowship Church, her home church in Evansville, IN. In 1995 she received the first HR Professional of the Year Award provided by her chapter. She has also served as Conference Chair for the IN State Conference for three of the seven years in which the conference has been held.

**MELLISSA BOGGS, PHR, Director of Consulting Services**, has 14 years of management and human resources experience. She received her bachelor's degree from Indiana University, Bloomington, IN. Since joining Professional Staff Management, Melissa has worked closely with clients to help them enhance their work environments and address their diverse human resources issues. She has done extensive training in the areas of management leadership, sexual harassment, and what it means to be an Employer of Choice. She serves on various client committees for retention and diversity and is involved in a city-wide corporate diversity round table. For the last five years she has been actively involved with the Human Resource Association of Central Indiana (HRACI), and is an active member of the Society of Human Resource Managers (SHRM).

**SONYA L. SHOWLEY, Vice President, Consulting Services**, is a consultant and practitioner with a background in human resources operations, management, training, and organizational development. Sonya holds an undergraduate degree from Indiana University in Social Services and a masters degree in Industrial/Organizational Psychology from Purdue University. She is on the board of the Central Indiana Chapter of the American Society of Training and Development and a member of the Organization Development Network, a national organization of OD practitioners. She is a certified DDI facilitator and a qualified administrator of the Myers-Briggs Type Indicator.

**ELLEN POFFENBERGER, CCP, SPHR**, is Assistant Vice Chancellor for Human Resources at Indiana University-Purdue University Indianapolis (IUPUI). Ellen is responsible for HR services for more than 4,000 staff employees at IUPUI. Ellen has worked in a variety of roles during her sixteen years with IUPUI Human Resources Administration, and has experience in multiple areas of human resources, including employment, compensation, employee relations, benefits and organizational development. Ellen has presented sessions on a variety of human resources topics to local, regional and national audiences.